

level RN education programs. In our forecasting model those increases are assumed to be implemented gradually over 5 years, starting in 2004, with enrollments holding steady through 2020. Demand for nursing faculty is a product of the number of students enrolled in nursing education programs, and the ratio between students and faculty. These ratios do not take into account the regulatory requirements that limit the number of students per faculty in a clinical setting, but rather aggregate all faculty – clinical, didactic, administrative and support – together. Two different estimates of demand were calculated by changing our assumption about those student-to-faculty ratios: no change (2004 ratios are maintained), and a 50% increase in the number of students for each faculty member above 2004 levels, implemented gradually over a 10 year period. Changes in the student-to-faculty ratio produce dramatic changes in the expected demand for nursing faculty over time. However, this projection makes no allowance for the other factors that would or could result from such a change, such as the need for increased compensation to retain faculty, increased burnout, or earlier/faster rates of retirement due to such a dramatic change in work load.

Faculty supply projections were constructed from two elements: the number of current (2004) faculty that can be expected to retire, given their age and our assumptions about retirement age; and the number of RNs with Master's or doctoral degrees that can be expected to assume a faculty position. The latter element comes from historical analyses of RN education and work patterns in North Carolina from 1995 through 2004. These patterns show that, even though the number of licensed RNs holding a Master's or doctoral degree almost doubled between 1995 and 2004, proportionately fewer were employed in Schools of Nursing each year. In 1995, 15% of all RNs with a Masters or doctorate were employed in nursing education, but by 2004 that proportion had dropped to 11%. Using that trend, and extrapolating out over time, that